

## FACTORS AFFECTING CIA PERSONNEL SECURITY

1. There are very important factors which place a special responsibility upon the Agency to ensure the loyalty, security consciousness, integrity and psychological stability of its employees. ✓

a. All opposition services assign overriding priority to penetrating U. S. intelligence organs by uncovering and exploiting the weaknesses of our personnel. ✓

b. A penetration can enable the opposition to identify and neutralize our intelligence operations and can potentially represent its most effective intelligence asset.

c. Opposition services generally spot and carefully cultivate a potential target through normal contact such as social and professional organizations and groups. ✓

d. Intelligence personnel are not only an attractive target but in many respects a particularly accessible one. They often must carry out their demanding and sometimes dangerous assignments completely alone and in hostile areas, subject to severe psychological pressures. They are far removed from any supervision, or even contact with friendly colleagues. In these circumstances, any vulnerabilities in their character or loyalty may surface and be detected and exploited by an ever alert opposition. ✓

2. There have been all too many cases where sensitive agencies of the U. S. and other free world governments have suffered massive damage not because of ideological disaffection but because human weaknesses of individuals in key positions were detected and exploited by our enemies. Several cases a few years ago very seriously disrupted the National Security Agency. The British Intelligence Service has still not recovered from the effects of the Philby, Blake and other cases. The Germans, French and Swedes, among others, have had similar experiences.

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3. The only protection against these hazards is a careful assessment of the individual to ensure the selection of the right man for the job. This is essential not only in the interest of the Agency, but to protect the individual as well. Hence, we have over the years, with the best professional advice available, devised a system of medical and psychological tests and security checks to identify potential problems before they can cause serious damage. In a sense, these tests may be compared with the thorough assessments for selecting jet pilots and astronauts--too much is at stake to take chances with avoidable human error or weakness.

4. In summation, in an intelligence organization, there must be a clear authority to remove employees and to exercise high selectivity among applicants. Responsible personnel recognize the necessity for the higher standards of personal conduct imposed upon them. It is this firm basis of understanding and cooperation that sustains the integrity of an intelligence organization. Coercion or threat, whether exercised by an employee or management, will destroy this bond and can more seriously affect the intelligence mission itself.

There must be a total exemption. There can be no negotiable compromise without very serious consequences.

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